

How we (un)do racism at the university: the language of racism, the racism of language

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What are you hoping to get from this workshop? What questions do you have about racism and language?

A better understanding of how racism of language plays out and steps we can take to mitigate

How to be more mindful

How we can help to make things better for all in our community

What are the ways the language of racism manifests itself in HEIs?

Deeper insights and understanding to inform my personal practice and enhancement of my practice in my department

Thw racism in our language

Learn about racism at Warwick, I have never experienced or seen any. Maybe due to being always stuck in my HE Admin bubble.

Deeper understanding.

Some insight or new idea to think about, which might change the way I work with colleagues or participants on my course.

I'm hoping to be forced to think and do about racism pushed

Find out more about your work

Engage with nuance and experience

Can we nicee beyond cultural relativism and reclaim universality?

How to make changes in my practice

I'm curious about how we can inadvertently say something that is received in very a different way to how we intended, and how very important that is to both parties

A better understanding of how language may

Add your response



1. Learn

2. Strategise

3. Commit





There isn't time to swim in every pool*

***pool** = collection of useful concepts, real-life examples, questions and ideas around **one** aspect of racism and language

You could:

- **lie next to the pool**
- **dip your toe in**
- **have a splash around**
- **take a deeper dive**

Reflect* on your time at the pool

**Which pool did you go to?
How was it?**

Was the water nicer than you expected?
Were there sharks?
Did you get sunburned?
Do you feel more confident in the water?

*haha



Reflect on your time at the pool. How was it? How do you feel now?

Challenged

Informative

Interesting

Challenging

Drowning

Too short!

Company

No answers

I want to continue to swi

Helpful

Guilty

Uncomfortably comfortable

Stirred

Affirming

The pool has opened a can

Thought provoking

More questions

Add your word



Turn the focus inwards

(Vandeyar, 2020; Kubota, 2020; Arday et al. 2021; **Sister Scholars, 2023**; Kashyap, 2026)



My understanding of what language is and how it works is a product of my personal, educational and professional experiences to date. It is therefore highly contextual and will not fit everyone.



When it comes to racism and language, I have both privilege and marginality. To understand this, I should consider how language and racism show up in my life and affect my everyday work (if at all).



My privilege and marginality create gaps in my understanding and vulnerabilities in my practice of anti-racism. **The only way forward is to maintain solidarity with and accountability to my community.**

| My understanding of language is highly contextual and will not fit everyone.

1	2	3
I don't understand and/or I disagree		I understand and agree

| When it comes to racism and language, I have both privilege and marginality.

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| The only way forward is to maintain solidarity with, and accountability to, my community.

1	2	3
I don't understand and/or I disagree		I understand and agree

Skip to results

A first step or change I could try

<https://tinyurl.com/>

(password =

Add ideas, working by yourself or in groups. (Need help? Just ask.)

playing with language in the classroom: can anyone think of a way of expressing [this difficult thing] -- any language, register, a mix, any mode

Explore what anti-racist community means to me

Start with building trust, agree shared intentional approaches

Every idea has value. Dive in!

Keep asking questions- even if I don't have the answers or they feel 'too hard'

Find ways of listening to different English accents more to get better at understanding them

Raise awareness, deeper thinking locally.

Keep learning about antiracism

Ensure understanding of marginality in speech is factored into development of assessment policy



- 1) What concrete first step, action or change will you commit to?
- 2) How can we as a community support you?
- 3) How should we as a community hold you accountable?

Take back what I have learnt to my wider team.

Reach out the community should support be required.



I will teach trust building in the curriculum more explicitly



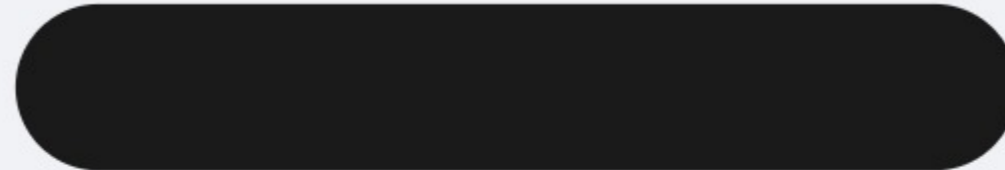
Add a section on language to my inclusive education resources.



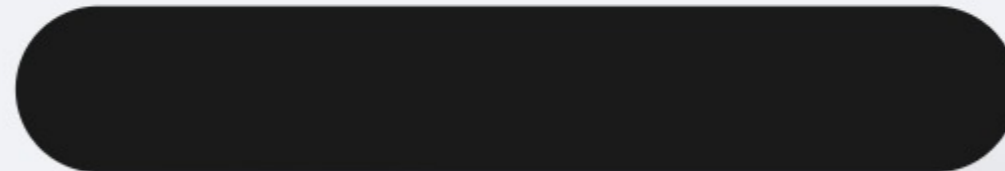
Encourage students be their authentic linguistic selves.



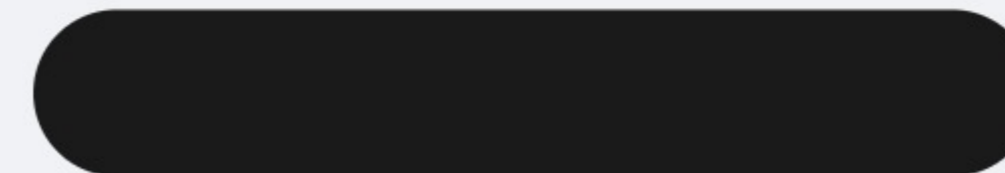
Think about how we can nurture cultural humility in the classroom.



Review with my co-module lead how and where language challenges may manifest in our module



Be aware of what languages are at work in the context I am in.



Reflect more on committee and other 'formal' spaces and what this means in practice in that context - to inform my



The example our table 'swam in' really resonated with the academic essentials project my team are working on atm. As we undertaken reviews, I'll be looking specifically at the language and the assumptions we've made around language

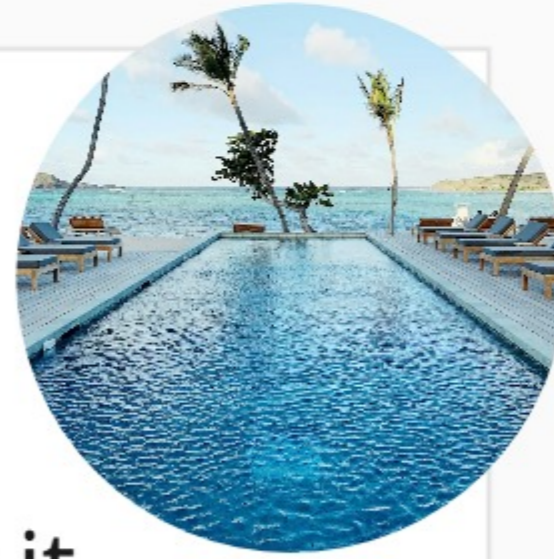


Add your response



Take it back to practice

THE CORE IDEA



Our understandings of what language is and how it works are highly **contextual** and will not fit everyone.

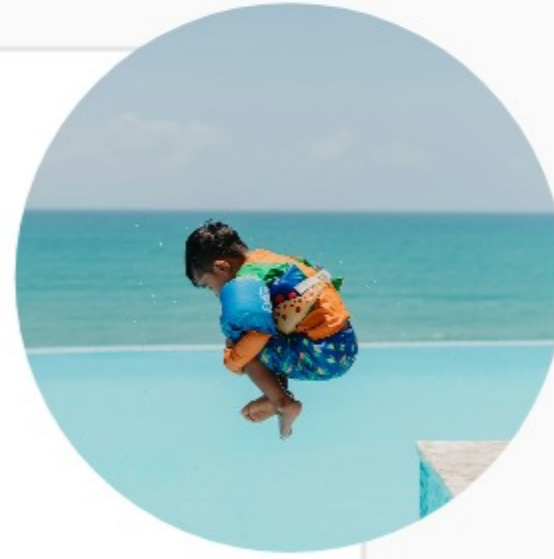
When it comes to racism and language, we all have both **privilege** and **marginality**.

The only way forward is to maintain **solidarity** with and **accountability** to our diverse community.

A FIRST STEP TO TRY



ADAPT IT FOR YOUR CONTEXT



Email me at sanchia.rodriques@warwick.ac.uk

Learn more through the Anti-Racism Staff Forum (open) or Learning Circle (closed)

References

*** Not sure where to start? These are some of Sanchia's favourites.

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